**Program Issues and possible solutions**

* Trainer Pay:

budget line item and/or district funding

Dues rebate at the end of the year for hours of training

Fees for non-members (creates a new member recruitment program)

* Location (long and/or large counties)

Use schools as well as association office

Look to neighboring counties for partnerships and locations

* Material costs

Budget-district share or union

Fees for non-members

Business Partnerships (Member Benefits, Creative Benefits, A+, Valic, Credit Unions, etc)

* Accessibility to non-members

Fee charged – waived if you join union

Free to members (use as a membership drive)

* Attendance (minimums/no shows)

Reserve right to cancel if less than minimum number have signed up

Increase maximum number to account for no – shows

Word of mouth

* Communication once signed up for a class

Email reminders

Phone

Posters

Plan to advertise in May for summer courses

Trainers contact participants prior to the course

Require contact information so participants can be reached outside of the school day

* Follow up acknowledgement

Certificates

Graduation

End of the year meeting for review/dinner/celebration

* New Employee Orientation (N.E.O.)

Mini workshops during N.E.O.

Promote classes

Have trainers present to “pitch” their class

* Cross County quid pro quo on inservice points

Contact Prof. Dev. for details (Some counties require paperwork before courses are taken)

**Trainers Issues and Possible Solutions**

* Identifying a trainer problem

Evaluations with trainer questions and assessment

Identifying if it is a trainer issue or a district evaluation issue

* Funding Solutions

Contact FEA or Bob for Grant information

* Size of classess

Enforcing limitations on class size

* Trainers that “hold on” and won’t let new trainers in

Limit number of courses they teach each year

* Marketing Issues

Help from FEA/AFT

**District Issues and Possible Solutions**

* Inservice Points

Standard state documentation provided through FEA

* District being territorial about PD

Finding gaps in available training (New Teacher Academy)

Get District folks to attend national training/workshop as a participant

Build relationships/non-threatening

* Money

Share expenses (we provide trainers/they provide $)

Spell out who pays for what

Title 1 $

Train the trainers model cheaper

* Location

Relationships with principals

Joint use of building agreement

Provide space for storage/training, etc

* Time

After school, provide food

Saturdays, provide food

Inservice days, provide food

Use of District Buildings after hours, provide food

* Online PD

Advertise differences and positive aspects of ER&D